



1199SEIU TRAINING AND EMPLOYMENT FUNDS • MD/DC

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February 5, 2024

Delegate Adrian Boafo
225 Lowe House Office Building
6 Bladen Street
Annapolis, MD 21401

RE: House Bill 650/Senate Bill 511 - Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Delegate Boafo,

I am writing to express my support of House Bill 650/Senate Bill 511. Mentors are an important part of Registered Apprenticeship Programs. These mentors support apprentices with on-the-job education through effective communication and guidance. Due to the certifications and job knowledge that the mentor poses they are uniquely qualified to provide opportunities for the apprentices to develop much needed knowledge and skills. Finding the right seasoned worker to serve as a mentor to the apprentice is of great importance. This can be difficult, asking your staff to continue their normal day-to-day assignments, while also serving as a mentor to newly onboarded team members. The 1199SEIU Training and Employment Fund has found it very beneficial to enroll prospective mentors in workshops that prepare them to be most effective in this new role.

Current standards require a one-to-one mentor to apprentice ratio. Meaning that for every apprentice you wish to engage you must have a seasoned worker who can work closely with that apprentice. This ratio limits the number of apprentices that a company can sponsor. We understand the Covid-19 global pandemic had lasting effects on the American workforce and Registered Apprenticeship were among workforce programs impacted. A study conducted by the Urban Institute and Mathematica, How the COVID-19 Pandemic Affected State Apprenticeship Systems, pointed out that one of those effects was experienced regarding the mentorship aspect of Registered Apprenticeships. ¹"In discussions for this study, two states described challenges with meeting the required mentorship apprentice ratio for OJL, which occurs concurrently with or after the apprentice completes their related technical instruction."

We believe, when there is no evidence of added safety risks to the employees, that increasing the mentor to apprentice ratio from 1:1 to 1:3 is a favorable change. Making this change will

¹ <https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/How-the-COVID-19-pandemic-affected-state-apprenticeship-systems-final-v2-508.pdf>



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increase the employment opportunities for these Marylanders in need of training opportunities leading to higher paying employment and assist Maryland to meet its Apprenticeship 2030 goals, further increasing the utilization of the Registered Apprenticeship model by employers to address their workforce shortages.

I am happy to lend my support to House Bill 650/Senate Bill 511, changing the mentor to apprentice ratio from 1:1 to 1:3. Please let me know if you have any questions regarding my support of this legislation.

Best regards,

A handwritten signature in black ink that reads "Joshua Harrold". The signature is written in a cursive, flowing style.

Joshua Harrold, MBA

Regional Director

TEF Regional Funds | Maryland/DC Region

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